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Area Wage Survey
Dothan, AL
December 1984

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U.S. Department of Labor
Bureau of Labor Statistics
Summary
January 1985

This summary presents results of a December 1984 survey of occupational wages and supplementary benefits in the Dothan area, which consists of Dale and Houston Counties, Ala. This is 1 of 92 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 71 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 46 establishments employing 10,045 workers was selected to represent 87 establishments employing 15,663 workers in the area. (See table 5 for further information on the scope of the survey.) Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and health, insurance, and pension plans for nonsupervisory production and related workers and office workers.

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for secretaries, stenographers, word processors, messengers, receptionists, general maintenance workers, motor vehicle mechanics (formerly maintenance mechanics, motor vehicles), and material handling laborers. Boiler tenders are no longer surveyed.

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Table 1. Hourly earnings[1] of selected occupations in Dothan, AL, December 1984

Occupation	Number of workers			Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																			
	All[2]	Men	Women	Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00
Secretaries	62	-	60	8.08	8.40	7.55- 8.74	-	-	-	-	2	2	5	1	2	14	12	15	6	-	-	-	3	-	-	-
Secretaries I	20	-	20	7.77	8.74	6.50- 8.74	-	-	-	-	-	2	3	1	2	-	-	12	-	-	-	-	-	-	-	-
Secretaries II	20	-	20	7.89	7.80	7.55- 8.45	-	-	-	-	-	-	-	-	-	14	3	3	-	-	-	-	-	-	-	-
Secretaries III	15	-	15	8.77	8.40	8.40- 9.15	-	-	-	-	2	-	-	-	-	-	6	-	4	-	-	-	3	-	-	-
Switchboard operators	9	-	7	5.90	5.25	- -	-	-	3	-	2	-	-	-	4	-	-	-	-	-	-	-	2	-	-	-
Key entry operators	13	-	13	7.01	6.85	- -	-	-	2	-	1	1	1	2	3	1	-	-	-	-	-	-	2	-	-	-
Key entry operators I	12	-	12	6.95	6.85	- -	-	-	2	-	1	1	1	2	3	-	-	-	-	-	-	-	-	-	-	-
Computer operators	8	3	5	7.74	7.90	- -	-	-	-	-	-	-	2	-	-	2	2	1	1	-	-	-	-	-	-	-
Computer operators I	6	3	3	7.35	7.50	- -	-	-	-	-	-	-	2	-	-	2	2	-	-	-	-	-	-	-	-	-
Electronics technicians	273	261	12	11.66	11.97	11.38-12.32	-	-	1	1	-	-	1	-	1	-	5	-	14	5	18	-	119	76	32	-
Maintenance carpenters	10	10	-	8.96	8.95	- -	-	-	-	-	-	-	-	-	3	-	-	3	-	-	3	-	1	-	-	-
Maintenance electricians	50	50	-	11.85	13.31	10.20-13.43	-	-	-	-	-	-	-	3	-	-	-	8	-	-	8	6	-	-	28	-
Maintenance machinists	45	45	-	9.60	9.52	8.13-10.20	-	-	-	-	-	-	-	-	-	8	3	2	3	9	7	-	5	2	3	-
Maintenance mechanics (machinery)	102	102	-	11.17	10.20	10.04-13.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40	-	-	-	46	-
Motor vehicle mechanics	62	62	-	9.61	9.68	8.00-11.00	-	-	-	-	2	-	2	-	1	10	2	10	4	-	1	1	27	-	-	2
General maintenance workers	15	15	-	5.68	5.50	4.50- 6.92	-	2	1	3	-	3	1	1	2	-	-	2	-	-	-	-	-	-	-	-
Material handling laborers	38	31	7	4.71	4.26	3.75- 6.19	5	8	7	5	1	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-
Forklift operators	42	42	-	6.80	7.34	5.42- 8.18	-	1	1	1	16	-	-	2	-	-	18	3	-	-	-	-	-	-	-	-
Guards	388	318	21	5.95	6.00	6.00- 6.00	41	36	-	1	-	14	224	-	3	18	18	21	5	1	5	1	-	-	-	-
Janitors, porters, and cleaners	108	72	36	6.45	6.60	4.47- 6.60	5	14	11	3	2	1	-	51	-	-	6	1	-	-	-	11	1	-	2	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost of living allowances and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Dothan, AL, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	4	1
In establishments providing paid holidays	96	99
Number of holidays:		
1 holiday	2	-
4 holidays	1	3
5 holidays	8	9
Plus 2 half days	1	1
6 holidays	11	21
7 holidays	3	9
8 holidays	4	8
9 holidays	9	11
Plus 1 half day	4	1
10 holidays	28	16
11 holidays	17	10
12 holidays	8	10
15 holidays	1	-
Average number of paid holidays where provided (in days)	9.0	8.3

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Dothan, AL, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	4	2
In establishments providing paid vacations	96	98
Length-of-time payment	90	92
Percentage payment	6	6
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	24	14
1 week	3	20
2 weeks	–	17
1 year of service:		
1 week	76	36
Over 1 and under 2 weeks	9	9
2 weeks	11	53
2 years of service:		
1 week	31	12
Over 1 and under 2 weeks	12	9
2 weeks	54	73
Over 2 and under 3 weeks	–	4
3 years of service:		
1 week	14	4
Over 1 and under 2 weeks	8	3
2 weeks	70	81
Over 2 and under 3 weeks	3	10
5 years of service:		
1 week	5	3
Over 1 and under 2 weeks	1	(3)
2 weeks	68	75
Over 2 and under 3 weeks	10	8
3 weeks	12	12
10 years of service:		
1 week	4	3
2 weeks	18	15
Over 2 and under 3 weeks	2	–
3 weeks	69	70
Over 3 and under 4 weeks	3	6
4 weeks	–	4
15 years of service:		
1 week	4	3
2 weeks	16	13
Over 2 and under 3 weeks	2	–
3 weeks	36	44
Over 3 and under 4 weeks	3	6
4 weeks	36	32
20 years of service:		
1 week	4	3
2 weeks	15	12
Over 2 and under 3 weeks	2	–
3 weeks	16	27
4 weeks	55	48
Over 4 and under 5 weeks	3	6
5 weeks	1	1
25 years of service:		
1 week	4	3
2 weeks	15	12
Over 2 and under 3 weeks	2	–
3 weeks	16	27
4 weeks	36	32
Over 4 and under 5 weeks	3	6
5 weeks	20	18
30 years of service:		
1 week	4	3
2 weeks	14	12
Over 2 and under 3 weeks	2	–
3 weeks	17	28
4 weeks	36	32
Over 4 and under 5 weeks	3	6
5 weeks	20	18
Maximum vacation available:		
1 week	4	3
2 weeks	14	12
Over 2 and under 3 weeks	2	–
3 weeks	17	28
4 weeks	36	32
Over 4 and under 5 weeks	3	6
5 weeks	20	18

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

[3] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Health, insurance, and pension plans offered to full-time workers in Dothan, AL, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	97	99
Life insurance	93	99
Noncontributory plans	63	74
Accidental death and dismemberment insurance	71	70
Noncontributory plans	46	48
Sickness and accident insurance or sick leave or both[2]	75	87
Sickness and accident insurance	57	45
Noncontributory plans	49	34
Sick leave (full pay and no waiting period)	40	63
Sick leave (partial pay or waiting period)	13	10
Long-term disability insurance	29	58
Noncontributory plans	22	51
Hospitalization insurance	93	98
Noncontributory plans	56	63
Surgical insurance	93	98
Noncontributory plans	56	63
Medical insurance	91	98
Noncontributory plans	53	63
Major medical insurance	88	97
Noncontributory plans	53	63
Dental insurance	43	43
Noncontributory plans	42	33
Health maintenance organization	1	1
Noncontributory plans	-	-
Retirement pension	78	91
Noncontributory plans	68	87

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, social security, and railroad retirement.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Table 5. Establishments and workers within scope of survey and number studied in Dothan, AL,[1] December 1984

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	87	46	15,663	100	10,461	1,186	10,045
Manufacturing	50	30	17	9,018	58	7,388	428	5,915
Nonmanufacturing[5]	50	57	29	6,645	42	3,073	758	4,130

[1] The Dothan area consists of Dale and Houston Counties, Ala. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other statistical series for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets of companies in such industries as trade, finance, auto repair service, and motion picture theaters (within a Standard Metropolitan Statistical Area or nonmetropolitan county) are considered as one establishment.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; laundries and other personal services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); engineering and architectural services; and miscellaneous business services. Major industries excluded from this survey are agriculture; mining; construction; some services (notably educational institutions and medical services); and government operations.

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